,		ROUTING	G AND	RECOR	D SHEET
SUBJECT:	(Optional)		······································		
FROM:	OP/CAD/Placement Bra	anch y	K I	EXTENSION	NO. DATE
TO tom					3 July 1984
building)	cer designation, room number, and	RECEIVED	FORWARDED	OFFICER'S INITIALS	COMMENTS (Number each comment to show from who to whom. Draw a line across column after each commen
1.	C/CAD/PB 6N-11	7/5	194	BH	Quarterly Report - Exit Interview
2.			, , , ,		Program.
3.	C/OP/CAD 6N-11		7/5	4	As we did last quarter, some of the data will be charted/ viewgraphed for possible use at briefing of DDA by
4.			13		
5.	DD/Pers/SP 5S-17			TWB	
6.				9	(Ne com also
7.	EXO/OP 6N-20	JUL 1	2 1984	nh	provide separation reasons by Coren Server of dismed
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FORM 610 USE PREVIOUS EDITIONS

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GPO : 1983 0 - 411-632

RESIGNEES

APRIL THROUGH JUNE 1984

- 1. Personal Affairs Branch advises that there were 156 "pure" staff resignees in comparison with 157 during the period January through March 1984. Of the 156, eighteen (18) were processed by the Special Activities Staff and are de facto resignations in lieu of separation. Three (3) of the 156 were low performers who were advised by their Career Service that their future lay outside the Agency. Therefore, there are 135 individuals who are of concern to those involved with the Exit Interview Program.
- 2. During a part of the quarter the Directorate of Intelligence Personnel Staff interviewed eighteen (18) I careerists. Including this group the Exit Interview Program has closely monitored 95 cases or 70% of the 135 resignees noted above. Breakdown by major Career Service as follows:

CP	IC Staff	2
I	DDI Service	27
M	DDA Service	30
R	DDS&T Service	17
D	DDO Service	14
E	Executive Service	5

a. Reason for leaving - of the 95 individuals surveyed:

39 or 41% left for advancement/financial 27 or 28% left for family related reasons 14 or 15% left because of unhappiness 11 or 11% left for career change

4 or 4% left to further education 1 or 1% left for own business

b. Above contrasted with January through March period when:

49% left for advancement/financial

21% left for family reasons

14% left because of unhappiness

12% left for career change

4% left for own business

5. Additional data for April - June quarter:

55% were females 53% are GS-08 and below

Resignees (cont)

14 individuals or 15% of the total were unhappy, 7 left for advancement	
left for family related reasons.	

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OBJECTIVE AND ACTION PLAN

RESPONSIBLE OFFICER STATUS OFFICE FY RESOURCE ESTIMATE PERIOD FY 1984 - 1 STAT OP/HPPS Build HRPS Capability: OCT - DEC Within the past year HRPS has been faced with the requirement to replace the total staff complement. This situation creates a require-JAH - MAR NUL - RAA ment to rebuild and retain HRPS analytical capabilities. The achieve-JUL - SEP ment of these objectives will combine a mixture of staffing and de-EXCEEDING PL AN velopmental milestones. = MEETING PLAN < BEHIND FL AN COMPLETION MONTH: SCHEDULED O; ACTUAL X ACTION PLAN (Milestones) DEC MAR OCT NOV FCB APR MAY JUL °STAFFING: - EOD Specialist 0 - Rotate-in Generalist 0 - Identify and clear Consultant for hire. 0 °TRAINING: - SAS train staff 0 X - HP train staff 0 - DYNAMO in-house project 0 X-°LIAISON: - Contact and schedule meetings with major defense HR planning elements. 0 - Join a reputable HR planning organization. 0 X Approved For Release 2005/08/03: CIA-RDP86-00024R000100010010-8

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OBJECTIVE NO.

FY 1984 - 2 RESPONSIBLE OFFICER FY RESOURCE ESTIMATE OP/HRPS STATUS PERIOD WKYR DOLLARS EEO Modeling: OCT - DEC Perform statistical analysis of the OP data base to respond to claims of disparate treatment of Agency employees. Although previous JAN - MAR HRPS efforts in regression analysis were very well received, the loss APR - JUII of all personnel involved in the previous effort requires a concerted JUL - SEP effort to rebuild and expand this capability. This will require a number of milestones involving EXCEEDING PL AN both the previous and projected efforts, including: MEETING PLAN BEHIND PLAN ACTION PLAN (Milestones) COMPLETION MONTH: SCHEDULED O; ACTUAL DEC JAN FEB MAR APR MAY JUN NOV JUL Sequential documentation of previous EEO modeling cases. 0 *Development of a procedural guide for extant EEO modeling techniques. 0 *Development of an FY 1976 EEO data base for all Agency Directorates. 0 12-79 3629 16 11 15 PRE-1005 Approved For Release 2005/08/03 . CIA-RDP\$6-00024R000100010010-8

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BJECTIVE NO.	OFFICE	ONSIBLE OFF	ICER		FY	FY RESOURCE ESTIMATE]]	PERIOD		ATUS		
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useful product:				= MEETING PLAN										
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ACTION PLAN (Milestones)			OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY.	JUN	JUL	AUG	SEP
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with added clarity.				0X						[I		
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°Create computer programs for overall categories.					X	l	1			1		I		
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°Produce report quarterly.						0	1		0			0		
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FORM 3629 OBSOLETE PREVIOUS

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OBJECTIVE AND ACTION PLAN

OFFICE RESPONSIBLE OFFICER FY RESOURCE ESTIMATE STATUS PERIOD FY 1984 - 4 STAT OP/HRPS Annual Human Resource Projection Pack OCT - DEC At various times, HRPS has developed projections of various types JAH - MAR of manpower flows. As more of this ad hoc work is done, it becomes in-AI-R - JUN creasingly apparent that many of these manpower flows are inter-related JUL - 566 and inter-dependent. HRPS, therefore, is planning the development of EXCEEDING PL AN an annual set of manpower-flow projections for the use of directorate and OP components use in = MEETING PLAN short-range planning. The initial set would indicate annually projected directorate, sub-S BEHIND PL AN category promotions, retirement, other separations, subcategory changes, EOD requirements, and age COMPLETION MONTH: SCHEDULED O: ACTUAL changes. ACTION PLAN (Wilestones) DEC JAN FEB OCT NOV APR MAY AHG JUL °Develop historical data. Q: °Modify historical levels with current trends. 0. Develop software to manipulate data. 0 ODesign report format. 0 °Produce initial report. 0 Approved For Release 2005/08/03 : CIA-RDP86-00024R000100010010-8 1.7. 3629

Approved For Release 2005/08/03: CIA-RDP86-00024R000100010010-8 OBJECTIVE AND ACTION PLAN

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E. Improve retention ra	te for employees]	APR - J	אט			
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°Size major attrition	targets							1	0		1					
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